

REA IEA-NEA

Rockford Education Association

STATE OF ILLINOIS EDUCATIONAL LABOR RELATIONS BOARD

NOTICE OF FILING AND CERTIFICATE OF SERVICE

The undersigned non-attorney hereby certifies that she caused a copy of the foregoing Final Offer and Cost Summary of the Rockford Education Association, IEA-NEA to be served upon the parties listed below on March 1, 2012 in the following manner:

BY FACSMILIE and Regular First Class Mail

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Karen Bieschke
President

Rockford Education Association - March 1, 2012

High quality professional teachers make a difference for Rockford children. Rockford students deserve no less than our best effort to hire and retain great teachers. Our Board of Education has demanded that teachers accept deep cuts in their insurance and salaries and give up their ability to collaborate and negotiate about how their professional day will be defined.

Our contract and everything in it has been a collaborative effort between the REA and many school boards over time. It has been a collective effort to create a professional climate that attracts and retains highly qualified educators who are dedicated and respected, and who make District #205 a “destination district” for their entire professional teaching careers.

The contract proposal that follows is the REA’s response to the Board of Education cuts and “take-backs” that are unacceptable to our membership. We are committed to continue negotiations to reach a fair and equitable settlement.

NOTE: Any language not specifically mentioned in this packet and not already agreed upon by the REA and the district (“TA’d”) will revert to contract language from the PROFESSIONAL AGREEMENT in effect from July 1, 2007 through June 30, 2011.

ARTICLE 4 - TERMS OF AGREEMENT

Section A:

This Agreement incorporated herein shall be effective as of July 1, 2011, and shall continue in force and effect until midnight of June 30, 2013, and thereafter from year to year unless written notice of desire to terminate, amend, or modify this Agreement is given by either party to the other by certified mail, on or before March 15th of the year in which such termination, amendment, or modification is desired. In the event such notification is given, arrangements shall be made to begin negotiations prior to April 1st of said year.

Subsequent negotiating meetings may be requested by either the Board or the Association by communicating with the Chief Negotiator or the President of the other party in writing. Such a request shall be accompanied by a suggested agenda which may be altered and scheduled by the two Chief Negotiators in conference. A meeting for the purpose of negotiating shall take place within fifteen (15) days of receipt of the request, unless there is a mutual agreement to extend the time.

Section B:

This Agreement shall be subject to negotiations beginning on April 1, 2013. Failure to reach agreement on these matters shall revoke Article 5 without prejudice to either party until such agreement is reached.

Section C:

By mutual agreement, this Agreement may be amended or modified from time to time in writing, and such amendments or modifications shall become part of this Agreement when attached to this Agreement and signed by both parties.

ARTICLE 22 - STAFF HOURS AND SCHOOL CALENDAR**Section A: Elementary**

1. The official length of the day for elementary school students K through 6 shall be 5 1/2 hours with up to one hour reserved for the noon lunch period and the schedule of those hours to be determined by the principal and the staff of each school to meet the peculiarities and/or transportation problems of each school. Kindergarten sessions may be up to 2 3/4 hours in length.
2. Modifications for student dismissals may be made after consultation and agreement of the Association, and the final decision shall rest with the Board.
3. Elementary staff members shall be required to report 15 minutes before the start of the students' school day determined by the tardy bell, and shall be required to remain 15 minutes at the end of the students' school day. This time is to be used for professional duties such as consultations with parents, students, or staff members.
4. The Board will provide each elementary staff member with at least five (5) planning periods per week each semester. Each planning period will be a minimum of thirty (30) minutes. Certified instruction specialists, including but not limited to Art, Music and Physical Education specialists will instruct the elementary staff member's class during these planning periods. Every possible effort will be made to schedule no more than one planning period per day.
5. It is understood that there may be occasional times when the specialist does not arrive or is late, and the teacher shall remain in charge of the class in that event.
6. All certified instruction specialists shall have at least five (5) planning periods per week each semester. No specialist shall instruct more than eight (8) thirty (30) minute classes per day, or seven (7) thirty-five (35) minute classes per day, or six (6) classes of up to forty-five (45) minutes. Art specialists will instruct six (6) classes of up to forty-five (45) minutes. There shall be five (5) minutes scheduled between classes for the purpose of preparation.
7. No professional staff member shall be required to supervise more than the maximum permissible class size according to current contract limits.
8. Elementary staff members shall have a ten (10) minute break from their classes in the morning and afternoon provided the staff member's class is left in the charge of another staff member. The principal

and the staff in each school shall work out a plan for its implementation using the professional staff assigned to the building.

Section B: Secondary (Middle and High Schools)

1. At the middle and high school level, the student day shall not exceed seven hours and thirty minutes. Within these parameters, middle and high school schedules shall be determined by the principal and the staff of each school to meet the peculiarities and/or transportation problems of each school.
2. Modifications for student dismissals, double sessions, etc., may be made after consultation and agreement of the Association, and the final decision shall rest with the Board.
3. Secondary staff members shall be required to report not more than 15 minutes before the start of the students' school day, except for those situations where a few staff members will be required for supervision before the opening of school, at which time up to 30 minutes before the opening of school may be required. Such secondary personnel will have equivalent released time in their daily work schedules.
4. While the staff members' responsibilities generally necessitate remaining after school, no definite amount of time after the close of school will be required.
5. Middle school and high school staff members shall teach and supervise up to 300 minutes each day including student passing times before and after class. Staff members shall not be required to meet more than five class periods each day. Beginning with the 2012 – 2013 school year, the board may offer up to 10% of the certified full-time high school staff (at each high school) a sixth assignment. If a determination has been made to offer a sixth assignment, the Board will adhere to the following: High school staff members may voluntarily agree to teach a sixth class for a semester or an entire academic year. Such staff members shall be compensated at the pro rata rate of 20% of their base pay. A sixth class assignment will in no way be used to reduce full-time staff through the RIF/termination process. First and second year staff members shall not be offered the extra assignment except by mutual agreement between the district and the association. There shall be no reprisal if a staff member declines to accept a sixth class assignment. No staff member shall be required to supervise lunch. No supervisory duties shall be assigned to staff members implementing the middle school concept. Modifications of these provisions may be made upon the recommendation of a majority of the staff members of a school, with the approval of the Board and the Association.
6. Each staff member will receive a minimum of 100 minutes (or two class periods) for uninterrupted planning and/or preparation per day. Such preparation periods shall be equal in length to class periods. Preparation periods for department heads shall be as follows: six or more staff members in a department, a minimum of 150 minutes for planning per day; less than six in a department, a minimum of 100 minutes for planning per day.
7. Implementation of true Middle School Concept programs inconsistent with the provisions of this agreement shall require specific recommendations to be considered by the Building Committee. Those

recommendations may include areas such as the program design, numbers of meetings per week, curriculum, scheduling, level of staff training, level of staff participation, budget, piloting and implementation issues. The Building Committee shall be responsible for adapting such recommendations to its school. The Building Committee, with the full participation and vote of the principal, shall make recommendations to the staff.

Implementation of the program at any middle school shall require a 2/3 affirmative vote of the bargaining unit staff, approval by the Superintendent, and approval by the Executive Board of the Association.

Continuation of the program after a two year pilot program would require a biannual reaffirmation of the staff. All votes shall be by secret ballot and conducted by the Association Representative.

8. In the event the middle school program is changed to a junior high school program, these provisions shall apply to the junior high school program.

~~Section C: Secondary (High Schools)~~

Section D C: Adult Education

Adult and Continuing Education Professional staff members shall be covered by all provisions of the Professional Agreement except as modified herein. Both the Board and the Association agree that the intent of this article is not to hinder existing programs or to change the unique teaching techniques already in use or to change its unstructured approach to education. The intent of this article is to insure all staff members the rights and responsibilities enjoyed by the rest of the Professional Staff.

1. The official length of the day for the staff be consistent with the individual school's programs. The actual working schedules shall be determined jointly by the staff and the administration to meet the peculiarities of the schools, but in no case shall the staff member's day exceed the maximum day specified in the contract Article 22, Section C, except as modified herein.
2. Staff members may teach up to 6 periods a day with a total of no more than 300 teaching minutes per day.
3. Each staff member will receive a minimum of one 50 minute planning period per day.
4. The Board will not employ full-time Adult Education hourly paid teachers.

Section E D: Pre-Kindergarten/Early Childhood

1. The teacher day shall be 5-1/2 hours with up to one hour reserved for the noon lunch period and the schedule of those hours to be determined by the principal and the staff of each school to meet the peculiarities and/or transportation problems of each school. Sessions may be up to 2 3/4 hours in length.
2. Modifications for student dismissals may be made after consultation and agreement of the Association, and the final decision shall rest with the Board.
3. Pre-kindergarten and early childhood staff members shall be required to report 15 minutes before the start of the students' school day determined by the scheduled teachers' receipt of the students from bus unloading or parent delivery. Teachers shall be required to remain 15 minutes at the end of the school day

which ends with the scheduled completion of bus loading or child pick-up. This time is to be used for professional duties such as consultation with parents, students, or staff members.

4. The Board will provide each pre-kindergarten and each early childhood staff member with at least five (5) planning periods per week each semester. Each planning period will be a minimum of thirty (30) minutes.

5. No professional staff member shall be required to supervise more than the maximum permissible class size as prescribed by applicable state and federal guidelines.

6. Pre-kindergarten and early childhood staff members shall have a ten (10) minute break from their classes in the morning and afternoon provided the staff member's class is left in the charge of another staff member. The principal and the staff in each school shall work out a plan for its implementation using the staff assigned to the building.

7. Pre-kindergarten and early childhood staff members shall not be required to make home visits when they have reason to suspect a visit may jeopardize their personal safety. In order to accomplish required home visits which cannot be made during the teacher day and where personal safety is not an issue, staff members will make such home visits outside of the teacher day with prior advance administrative approval both as to necessity and projected time involved. An amount of released time equal to the time involved in these home visits will be granted for each participating staff member of the Friday of the same week in which the after hours visit is made.

Section F E:

A schedule of dates and times of up to two general staff meetings/professional learning community (PLC) meetings per month ~~nine general staff meetings~~ will be determined at the beginning of each year. An additional meeting may be scheduled each month with the agenda developed by the Building Committee for the purpose of staff development, in-service, or instructional improvement. A copy of the agenda for said meetings shall be presented by the Building Committee not less than five (5) days prior to its convening. Said meeting shall be limited to one hour and must adhere to the agenda presented. An additional meeting may be scheduled each month with the Superintendent or the Assistant Superintendent or Chief Instructional Officer being present. In case of emergency, the building principal shall be allowed to reschedule the meeting with 48 hours notice to staff members.

Attendance at any other meetings shall be at the option of the individual staff member, except those required of new personnel for orientation purposes.

Section G F:

Up to one-half of the institute day at the beginning of the school year may be used by the principal for the purpose of meetings and/or in-service. The rest of the day shall be used by staff members for the purpose of preparation.

There shall be one day of released time for staff members' work on both the last day of the first semester and the day prior to the last day of school. Up to 90 minutes at the beginning of the last day of the first semester may be used for staff meetings.

Each Building Committee may design an in-service training and/or staff development program relating to the School Improvement Plan for one early release day per semester pursuant to the provisions of 105 ILCS 5/18-8.05(F)(2)(d). The Superintendent shall submit the application for approval of the program prepared by the Building Committee to the Regional Superintendent of Schools for approval.

Section H G:

Staff members assigned to more than one level (elementary, middle, or high school) will have a work day of no longer than seven hours and thirty minutes.

Section I H:

Every attempt will be made by the administrative staff to supply qualified substitute teachers. Only in cases of extreme emergency will the principal require a staff member to serve on a substitute basis. Staff members shall be notified of such assignments as soon as possible. Principals will rotate such assignments so that there will be a minimal impact on the individuals and instruction involved. In the event such an assignment is made and a staff member loses a planning or preparation period, \$15.00 shall be paid per fifty (50) minute period prorated for actual time assigned.

Section-J I:

All staff members shall have a duty-free uninterrupted lunch period no shorter than that stipulated in the Illinois School Code.

Section K J:

Staff members shall not be required to perform non-instructional housekeeping functions.

Section L K:

At the elementary level, the first pupil attendance day of the school calendar shall not exceed one-half day. The remainder of said day may be used by the staff for preparations, except that up to one hour may be used for staff meetings and/or workshops. In the case of middle and high schools, the first pupil attendance day of the school calendar may be a shortened day with the remainder of said day used for staff meetings, workshops and/or preparations.

Section M L:

Released time for IEP case managers, designated for the completion of paperwork, will be set at a minimum of one day per year. The individual case manager shall decide when the day shall be taken, and shall properly notify the appropriate supervisor. One additional day may be requested by the case manager from his/her supervisor, subject to review by said supervisor.

Section N M:

Every effort will be made to schedule multidisciplinary staffings during the school day. Notification of the date and time of the multidisciplinary staffing will be given to staff members at least three days in advance of the meetings.

Section O N:

Before any contracts for the year are issued or distributed, the Board, in prior consultation and agreement with the Association, shall adopt a calendar in accordance with the provisions of the School Code. Supplemental modifications as needed must be jointly agreed to by the Board and the Association.

Section P O:

It is agreed that a specific meritorious plan by a professional staff member may be submitted to the Superintendent, and upon Board approval, said staff member shall be released from that part of the normal professional responsibilities as is necessary for the purpose of research, grant writing, or the development of improved curriculum materials.

Upon completion of the research assignment, said staff member shall be restored to the former position, if possible, or to a position of like nature.

ARTICLE 24 - CLASS SIZE

Section A:

The Board and the Association recognize that the pupil-teacher ratio is an important aspect of an effective educational program. Therefore, they agree that the class size set forth below shall be established as the standards for the maximum number of pupils per teacher and that this policy shall be effected in all schools to the extent possible.

The Board will supply the Association with a list of all elementary classes within 10 days of the start of each semester.

Maximum class sizes shall be established as follows:

Kindergarten 24 26

1-3 26

4-6 30

Combination 1-6 23

There shall be no 1-2, 2-3, 3-4, or 4-5 combination classes unless designated by the educational program of the building.

For all-day kindergarten classes over 21 students, a full-time paraprofessional will be provided. The paraprofessional shall be in place within twenty (20) days from the date of enrollment of the twenty-second student. "Days" shall mean days when the District offices are open. Staff members shall be eligible for compensation at the lost planning period rate for each thirty minutes when the paraprofessional is not present after the earlier of the date of the paraprofessional's assignment or the twenty (20) day grace period.

Section B:

Class sizes set forth shall be established as the maximum number for academic classes in all secondary schools.

Maximum 33 at 150 unless the staff member voluntarily agrees to teach an additional period in which case the maximum shall be 33 at 180

Music - no limit

Study Halls - 33

The Board shall use its best efforts to keep secondary Physical Education classes from exceeding 40 students per class.

Section C:

For the duration of this contract, class size for special education will be as prescribed by applicable state and federal special education laws in effect as of June 28, 2007. Elementary special education eligible students, when included in regular education classes for less than a full day, will be counted for purposes of determining class size as if they were in the regular education class for the full day.

MISCELLANEOUS: The Board and Association will work toward a ratio of:

1 social worker for each 1800 students

1 psychologist for each 2000 students

1 counselor for each 300 students

1 home school counselor for each 4000 students

1 nurse for each 1000 students

Section D:

Every reasonable attempt will be made to avoid elementary class size overages. In no case shall any elementary class exceed maximum class size as established in this article by more than two students. Kindergarten shall not exceed 26. First through third grade shall not exceed 28. Fourth through sixth grade shall not exceed 32. When an overage occurs in ~~an elementary~~ a first through sixth grade classroom, that teacher shall be paid an overload rate of \$13.50 per day, for the first child and \$13.50 per day for the second child in excess of the maximum class size. Each teacher shall receive overage pay on the first paycheck in December (with bookkeeping completed by November 30) and on the last paycheck in June.

At the secondary level all classes shall be within the specified contractual limits ~~within 10 days of the ten day count in each school year, 2007-2008; within 7 days of the ten day count in school year 2008-2009; and within 5 days of the ten day count. in school year 2009-2010.~~

Section E:

For instruction requiring specialized facilities, the available work stations shall control class size.

Classes involving hazardous materials, equipment, machinery, etc. shall be controlled by the number of work stations, but in no case exceed 24 after the twentieth pupil attendance day of each semester.

ARTICLE 30 - COMPENSATION

Section K:

The Board shall pick up and pay a maximum of 9.4%, of the staff member's Illinois Teacher Retirement System ("ITRS") contribution in a non-taxable manner pursuant to Section 414 (h) of the Internal Revenue Code of 1986, as amended. Effective beginning the 2007-2008 school year, staff members shall not be required to pay and shall be held harmless by the Board from any obligation to pay the .84% TRS health care contribution required to be paid pursuant to 5ILCS375/6.6.

ARTICLE 31 - INSURANCE PROTECTION

Section A: Health Insurance

During the term of this agreement, the Board shall offer and maintain the ~~PPO and HRA plans~~ Health Insurance Plan to staff members and their dependents. ~~in the amount of One Million Dollars per covered individual.~~ Specific benefits and plan rules as agreed to by the Board and the Association are found in the applicable Board Plan Documents.

Section B: Spouse Coverage

1. If a spouse of a covered employee is eligible for his/her employer's health insurance plan, for which the employer pays a minimum of 50% of the insurance premium or an equivalent amount in cash or contribution to Internal Revenue Code Section 125 (cafeteria plan), the Health Insurance Plans will only pay claims as if it were secondary to the spouse's employer's plan.
2. A spouse covered by his/her employer's insurance plan may remain as a participant in the Health Insurance Plans, but coordination of benefits shall apply and the employer's plan will be primary.
3. If the insurance coverage available to the spouse through his/her employer is limited by a pre-existing condition, the Health Insurance Plans will act as primary for the pre-existing condition until the spouse has satisfied the pre-existing condition limitation. The spouse must present a declination of coverage due to the pre-existing condition limitation. The information must be from the employer's health insurance carrier or the spouse's physician.
4. If a spouse currently under the Health Insurance Plans is ineligible for his/her employer's health insurance as outlined in paragraph one, or due to medical conditions is unable to become eligible under his/her employer's plan, he/she may remain solely on the Health Insurance Plans.
5. If a spouse becomes ineligible for his/her employer's plan, he/she may enroll as a dependent in one of the Health Insurance Plans during the open enrollment period, and a spouse can enroll outside the enrollment period if one of the three qualifying events listed in the Plan document occurs. In such an event, any pre-existing conditions limitations of the Health Insurance Plans shall be waived.

Section C: Health Insurance Premiums

Health insurance premiums will be deducted in equal, bi-weekly installments from staff member's paychecks on a pre-tax basis.

Effective with the first paycheck in the 2011 – 2012 school year, through the last paycheck in 2012, the staff member shall pay the following monthly premium for health insurance:

	<u>HRA</u>	<u>PPO Plans</u>
Employee	\$0	\$25.00
Employee + children	\$29.00	\$55.00
Employee + spouse	\$36.00	\$59.00
Family	\$46.00	\$89.00

Effective with the first paycheck of the 2012 – 2013 school year, through the last paycheck in 2013, the staff member shall pay the following monthly premium for health insurance which will be deducted bi-weekly from the staff member's paycheck:

	<u>PPO Plans</u>
Employee	<u>\$31.00</u>
Employee + children	<u>\$69.00</u>
Employee + spouse	<u>\$74.00</u>
Family	<u>\$111.00</u>

Any staff member with money remaining in their HRA insurance account will be able to apply such funds to allowable expenses, such as co-pays and deductibles.

(NEW) Section D: Waiving of Health Insurance Coverage

Staff members who execute a written waiver of health insurance coverage shall receive one hundred dollars (\$100) per month payable by lump sum separate check in December and at the end of June.

Section E D: Dental Insurance

The Board shall offer a fully paid Group Dental Insurance Plan as agreed to by the Board and the Association for staff members and their dependents. Specific benefits and plan rules are found in the applicable Board Plan Document or Certificate of Coverage issued by the HMO. For purposes of calculating the maximum under the dental plan as a result of the changing plan year, the period of time from January 1, 2012 to June 30, 2012 shall be considered a full year. From July 1, 2012 to June 30, 2013 shall be considered a full year.

(New) Section J K: Continuation of Coverage TA'd 1-6-12

Staff members who are dismissed, RIF'd or resign effective at the end of the school year shall be allowed to maintain insurance coverage through August 31st of that year.

**ARTICLE 33 - EARLY RETIREMENT AND
SEVERANCE PAY**

Section A: Severance Pay

1. Staff members possessing a minimum of ten years of service with the Rockford School District shall be eligible for a retirement severance payment computed by multiplying his/her last daily rate of pay by twenty percent (20%) of accumulated sick leave days in excess of 105. This payment shall be made after the staff member's receipt of his/her final paycheck from the District for services rendered, subject to the exception appearing below.

The severance payment shall be made either with or prior to receipt of the staff member's final paycheck, either in whole or part, to the extent such payment will not cause the staff member's TRS creditable earnings for the year to exceed his/her prior year's TRS creditable earnings by a factor of six percent (6%).

2. Any accumulated sick days used towards credited service with the ITRS will not be counted in the calculation of severance pay.

3. The following are ineligible to receive any severance payment:

- a. Any staff member whose dismissal is sustained by the Illinois State Tenure Commission.
- b. Any staff member who is dismissed or who resigns at the request of the Board, if the dismissal or request for resignation is deemed to be for just cause by the Rockford Education Association.
- c. Any staff member who leaves the system contrary to the provisions of the Illinois State Tenure Act, or contrary to the terms of his employment contract.
- d. Any staff member who has previously received this benefit from the Rockford School District.

Section B: Early Retirement Insurance

A staff member within ten years of the year in which he or she will reach his or her 65th birthday, and who has been credited with 10 or more years of service in the Rockford School District, may apply for early retirement providing he/she is eligible under the Illinois Teachers' Retirement Act.

The Board will pay for an extension of the present life insurance program through the year in which the individual becomes 65 years of age. Further, staff members retiring on July 1, 2007 and thereafter, and their eligible dependents may enroll in a medical insurance plan provided by the Illinois Teachers Retirement System (TRIP HMO or TCHP) and the Board will pay the full premium to the TRS each year until the end of the school year in which the retiree turns 65. If the individual retiree enrolls in the TRIP HMO, there will be no contribution by the retiree. If the individual retiree enrolls in the TCHP the retiree will ~~contribute~~ reimburse the district for one-half of the TCHP premium. Example: In plan year 2007-

2008 an individual enrolled in TCHP would contribute \$196.92 (.5 x 393.84). If the retiree enrolls dependents in either the TRIP HMO or the TCHP, the retiree will contribute the same amount paid by an active staff member (employee + children, employee + spouse, or family) for the PPO coverage, and an additional amount equal to the single TRIP HMO premium for each dependent. Example: In plan year 2007-2008, a retiree with a spouse and two children would contribute an additional \$567.03 per month $(\$167.01 \times 3) + \66 for the TRIP HMO or the TCHP. At the end of that school year in which the retiree turned 65, the Board's obligation to the retiree for any insurance contribution ceases.

If TCHP is selected and the coverage level of TCHP is less than the Board's PPO, the retiree can submit the claim to the Board's Third Party Administrator. The Board will then pay the difference between the level of coverage paid by TCHP and the level of coverage allowed under the Board's PPO.

If a retiree returns to work as a part-time employee the retiree may remain on the Board's plan or enroll in the Board's plan. The retiree will pay the applicable single or family contribution in effect for active employees plus a percentage of the Board's premium rate based upon the amount of time worked minus the cost of the single TRS HMO premium. (Example: If a retiree works .5, he/she would pay the applicable contribution for employee, employee + children, employee + spouse, or family coverage plus half the premium cost minus the single TRS HMO cost.) When the retiree ends his/her part-time employment, he/she will be treated as a retiree under the above paragraphs of this section.

If a retiree is the spouse of an active employee, the active employee has the right to cover the retiree as a dependent under any of the Board's plans.

If any of the TRS TRIP plans default, the retirees and their eligible dependents enrolled in the defaulted TRS TRIP plans may participate in any health plan that the District is offering to its active employees at the time of the TRS plans' default.

(New) Section C: Continuation of Coverage TA'd 1-6-12

Staff members who retire, effective at the end of the school year, shall be allowed to continue insurance coverage through August 31st of that year.

Appendix B Computation Schedule for Illinois Teacher Retirement Purposes
Year 1 2011-2012

STEPS	B.A.	B.A.+10	B.A.+20	M.A.	M.A.+10	M.A.+20	M.A.+30	M.A.+40
1 A	32598	34293	35988	37683	39378	41073	42769	44464
C	35980	37851	39722	41593	43464	45335	47206	49077
2 A	34293	35988	37683	39378	41073	42769	44464	46159
C	37851	39722	41593	43464	45335	47206	49077	50948
3 A	35988	37683	39378	41073	42769	44464	46159	47854
C	39722	41593	43464	45335	47206	49077	50948	52819
4 A	37683	39378	41073	42769	44464	46159	47854	49549
C	41593	43464	45335	47206	49077	50948	52819	54690
5 A	39378	41073	42769	44464	46159	47854	49549	51244
C	43464	45335	47206	49077	50948	52819	54690	56561
6 A	41073	42769	44464	46159	47854	49549	51244	52939
C	45335	47206	49077	50948	52819	54690	56561	58432
7 A	42769	44464	46159	47854	49549	51244	52939	54634
C	47206	49077	50948	52819	54690	56561	58432	60302
8 A	44464	46159	47854	49549	51244	52939	54634	56329
C	49077	50948	52819	54690	56561	58432	60302	62173
9 A	46159	47854	49549	51244	52939	54634	56329	58024
C	50948	52819	54690	56561	58432	60302	62173	64044
10 A	47854	49549	51244	52939	54634	56329	58024	59720
C	52819	54690	56561	58432	60302	62173	64044	65915
11 A	49549	51244	52939	54634	56329	58024	59720	61415
C	54690	56561	58432	60302	62173	64044	65915	67786
12 A	51244	52939	54634	56329	58024	59720	61415	63110
C	56561	58432	60302	62173	64044	65915	67786	69657
13 A				58024	59720	61415	63110	64805
C				64044	65915	67786	69657	71528
14 A						63110	64805	66500
C						69657	71528	73399
15 A							66500	68195
C							73399	75270
16 A							68195	69890
C							75270	77141
17 A								71585
C								79012
18 A								73280
C								80883
19 A								74975
C								82754
20+ A	52939	54634	56329	59720	61415	64805	69890	76670
C	58432	60302	62173	65915	67786	71528	77141	84625

Each staff member repeating step 20 on the salary schedule shall earn additional salary over the 2010-2011 salary as follows:

At step 20 - BA, BA+10, BA+20 = \$500

At step 20 – MA, MA+10, MA+20, MA+30, MA+40 = \$1,000

All staff members entitled to step and/or lane movement will receive their salary increases retroactive to the beginning of the 2011 – 2012 school year.

Appendix B
2012-2013

Computation Schedule for Illinois Teacher Retirement Purposes

STEPS	B.A.	B.A.+10	B.A.+20	M.A.	M.A.+10	M.A.+20	M.A.+30	M.A.+40
1 A	32924	34636	36348	38060	39772	41484	43196	44908
C	36340	38230	40119	42009	43899	45788	47678	49568
2 A	34636	36348	38060	39772	41484	43196	44908	46620
C	38230	40119	42009	43899	45788	47678	49568	51457
3 A	36348	38060	39772	41484	43196	44908	46620	48332
C	40119	42009	43899	45788	47678	49568	51457	53347
4 A	38060	39772	41484	43196	44908	46620	48332	50044
C	42009	43899	45788	47678	49568	51457	53347	55237
5 A	39772	41484	43196	44908	46620	48332	50044	51757
C	43899	45788	47678	49568	51457	53347	55237	57126
6 A	41484	43196	44908	46620	48332	50044	51757	53469
C	45788	47678	49568	51457	53347	55237	57126	59016
7 A	43196	44908	46620	48332	50044	51757	53469	55181
C	47678	49568	51457	53347	55237	57126	59016	60906
8 A	44908	46620	48332	50044	51757	53469	55181	56893
C	49568	51457	53347	55237	57126	59016	60906	62796
9 A	46620	48332	50044	51757	53469	55181	56893	58605
C	51457	53347	55237	57126	59016	60906	62796	64685
10 A	48332	50044	51757	53469	55181	56893	58605	60317
C	53347	55237	57126	59016	60906	62796	64685	66575
11 A	50044	51757	53469	55181	56893	58605	60317	62029
C	55237	57126	59016	60906	62796	64685	66575	68465
12 A	51757	53469	55181	56893	58605	60317	62029	63741
C	57126	59016	60906	62796	64685	66575	68465	70354
13 A				58605	60317	62029	63741	65453
C				64685	66575	68465	70354	72244
14 A						63741	65453	67165
C						70354	72244	74134
15 A							67165	68877
C							74134	76023
16 A							68877	70589
C							76023	77913
17 A								72301
C								79803
18 A								74013
C								81692
19 A								75725
C								83582
20+ A	53469	55181	56893	60317	62029	65453	70589	77437
C	59016	60906	62796	66575	68465	72244	77913	85472

Each staff member repeating step 20 on the salary schedule shall earn additional salary over the 2011-2012 salary as follows:

At step 20 - BA, BA+10, BA+20 = \$250

At step 20 – MA, MA+10, MA+20, MA+30, MA+40 = \$500

Insurance Plan Design Changes

No plan design changes for the 2011-2012 school year.

Medical Plan	Year 2 - 2012-2013	
	In	Network Out
Deductible: Individual	\$ 250	\$ 500
Family	\$ 750	\$1,000
Annual Out of Pocket	\$ 2,500	\$ 5,000
Individual – Family	\$ 5,000	\$10,000
Co- Insurance	90-10	50%
Primary Care Physician Visits	\$15	
Specialist Physician Visits	\$25	50%
Ambulance	\$75	
Emergency Care	80%	
Prescription Coverage		
YEAR 2	Preferred	
Generic	Mail	Retail
Mail	Mail	Retail
Retail		
\$15	\$40	\$60
\$30	\$60	\$90

Rockford Education Association Cost Impact of the REA Proposal

Salary

The REA has proposed a two year contract. The salary costs for this proposal save the district a total of \$7,089,280 when including the staff reduction from approximately 2012 certified staff in 2010-2011 to 1733 certified staff in the current school year.

- 2011-12 Step and lane changes only and \$500/1000 for people frozen on Step 20
- 2012-2013 1% on base plus step and lane changes and \$250/500 for people frozen on Step 20

	2010-2011	2011-2012	2012-2013	Net Change
Salary	117,520,356	107,816,567	110,137,026	
Cost difference		(9,703,789)	2,614,509	
Net change				(7,089,280)

Article 30: Salary & TRS (at 9.4%) Costs

The REA's proposal includes continuing to maintain the District's pickup of the employee contribution at 9.4% of salary. As a result of the staff reduction, TRS costs go down in the first year along with salaries. This further reduces the overall cost of salary and TRS to the district. When this is factored in, the total savings to the district for the two year contract increases to \$7,890,800 over the 2010-2011 contract. 100% of comparably sized school districts pick up the teacher's contribution to TRS. The District pays no contribution to Social Security, for which REA members are not eligible.

	2010-2011	2011-2012	2012-2013	Net Change
Salary& TRS	130,803,038	120,002,017	122,912,239	
Cost difference		(10,801,021)	2,910,222	
Net change				(7,890,800)

Article 22(B)5

Currently, secondary school staffs teach five class periods each day. The District intends to add a seventh period to the school day. As part of that increase, the REA has responded by agreeing to the District's proposal if certain conditions are included for teaching the additional period. Our proposal would allow for approximately 50 teachers to add the additional hour.

The Board's proposal calculates paying such teachers an additional 20% of their salary to teach the extra class period. Based on an average salary of \$62,000, this would cost the district an extra \$12,400 per class period. With the District's proposal to add the additional period, this cost must be incurred regardless of who performs the work.

However, by adding the hour to currently employed teachers, the District saves the additional cost of paying for benefits for additional staff. As such, our calculation of savings recognizes the savings in benefit costs to the District by agreeing to this demand.

In our proposal, in order to assure quality teaching, we are asking that only the most qualified teachers be offered the extra hour. Our proposal assumes that approximately 50 teachers would be eligible to work the sixth hour.

Benefits savings by adding 6th period (197,780)

Article 24(A): Kindergarten Class Size (effective 2012-13)

The REA has proposed allowing Kindergarten class size to increase to 26 students so long as a paraprofessional is added to the classes in excess of 21 students. This proposal helps assure a quality classroom environment for our youngest students.

In a report in 2005, the Rand Corporation found, "Early childhood intervention programs have shown to yield benefits in academic achievement, behavior, educational progression and attainment, delinquency and crime, and labor market success, among other domains. Interventions with better-trained caregivers and smaller child-to-staff ratios appear to offer more favorable results. Well-designed early childhood interventions have been found to generate a return to society ranging from \$1.80 to \$17.07 for each dollar spent on the program."

We estimate that our proposal will cost the District an additional \$822,360.

Increase class size to 26	(1,470,000)
Overage eliminated	(332,640)
75 Additional Paraprofessionals	2,625,000
Total additional cost	822,360

Article 31: Insurance (effective 2012-13)

The REA proposes increasing member contributions to the health insurance program in the second year of the contract. This includes increasing premiums by 25% from an average of \$684 per year to an average of \$855 per year. At the same time, we are accepting some of the reductions in benefits negotiated by AFSCME with the District in this proposal. The calculations of our benefit specialists are that these deductions will reduce the District's health care costs by 7.5%. The total savings of our proposal to the District would be \$2,309,190.

Increase Employee Premium 25%	(296,343)
Change in insurance design	(2,012,847)
Total insurance savings	(2,309,109)

SUMMARY

Throughout negotiations, the REA has worked to maintain educational quality and competitiveness with other Districts while being cognizant of the community's current financial status. Whereas in past years our proposals have either added cost to the District or have been break-even contracts, the REA's current proposal would save the District \$9,575,329.

Total savings to District	(9,575,329)
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